

# Equal Rights

VOL. XVI, No. 45  
FIVE CENTS

SATURDAY  
NOVEMBER 15, 1930



Mrs. Harvey W. Wiley

Chairman of the National Council of the National Woman's Party, embarks for an interview with George A. Sloan, president of the Cotton Textile Institute, and Walker D. Hines, chairman of its board of directors, in New York City. On October 30, after her flight from Washington, Mrs. Wiley was joined by Florence Bayard Hilles, Elizabeth Selden Rogers, and Jane Norman Smith, who together presented the protest of the Woman's Party against barring women from night work in the textile mills.

# Equal Rights



OFFICIAL ORGAN  
of the  
**National Woman's Party**  
Capitol Hill,  
Washington, D. C.  
Phone, Lincoln 1366  
Published Weekly  
at 19 West Chase Street,  
Baltimore, Md.  
Phone, Vernon 3279

Edith Houghton Hooker . . . . . Editor  
Ruby A. Black . . . . . Managing Editor  
Dora G. Ogle . . . . . Business Manager

## ASSOCIATE EDITORS:

Nina E. Allender  
Zoe Beckley  
Elaine Sterne Carrington  
Lucia Chamberlain  
Phyllis Duganne  
Ernestine Evans  
Rose Feld  
Zona Gale  
Helen Davenport Gibbons  
Rebecca Hourwich  
Ruth Hale  
Inez Haynes Irwin

Ada Davenport Kendall  
Katherine Leckie  
Hazel MacKaye  
Edna St. Vincent Millay  
Ruth Pickering  
Alice Rohe  
Maryse Rutledge  
Miriam Finn Scott  
Doris Stevens  
Sophie Treadwell  
Brenda Ueland  
Mary Winsor

Entered as second-class matter at Postoffice,  
Baltimore, Md., under Act March 3, 1879.

Subscription, \$2.00 a Year

Foreign Subscription, \$2.50

## OFFICERS OF THE WOMAN'S PARTY

President, Mrs. Oliver H. P. Belmont, N. Y.  
Chairman National Council, Mrs. Harvey Wiley, D. C.  
Vice-Chairmen,  
Gail Laughlin, Me.  
Florence Bayard Hilles, Del.  
Anita Pollitzer, S. C.

Secretary, A. Marguerite Smith, Mass.  
Acting Treasurer, Laura Berrien, D. C.  
Congressional Chairman, Maud Younger, Cal.  
Legislative Secretary, Emma Wold, Ore.  
Parliamentarian, Emma Fox, Mich.

Edith Alinge, N. Y.  
Anne Archbold, Me.  
Nina E. Allender, D. C.  
Laura Berrien, D. C.  
Mrs. John W. Brannan, N. Y.  
Mrs. Isaac H. Dixon, Md.  
Bertha W. Fowler, Colo.  
Elsie Hill, Conn.  
Inez Haynes Irwin, N. Y.  
Edith Houghton Hooker, Md.  
Elizabeth T. Kent, Calif.  
Ruth Vander Litt, N. Y.

Alma Lutz, N. Dak.  
Burnita S. Matthews, Miss.  
Dora G. Ogle, Md.  
Alice Paul, N. J.  
Sarah Pell, N. Y.  
Elizabeth Selden Rogers, N.Y.  
Jane Norman Smith, N. Y.  
Doris Stevens, N. Y.  
Mrs. John Jay White, N. Y.  
Margaret Whittemore, Calif.  
Mrs. Valentine Winters, Ohio  
Maud Younger, Calif.

## MEMBERSHIP OF THE WOMAN'S PARTY

|                          |            |
|--------------------------|------------|
| Annual Dues.....         | \$10.00    |
| Associate Members.....   | \$1.00     |
| Subscribing Members..... | \$3.00     |
| Founders.....            | \$100.00   |
| Life Members.....        | \$1,000.00 |
| Endowers.....            | \$5,000.00 |
| Sustainers.....          | \$5,000.00 |

## OBJECT OF THE WOMAN'S PARTY

The object of this organization shall be to secure for women complete equality with men under the law and in all human relationships.

**THE LUCRETIA MOTT AMENDMENT**  
"Men and women shall have Equal Rights throughout the United States and every place subject to its jurisdiction."

"Congress shall have power to enforce this article by appropriate legislation."

[Senate Joint Resolution Number 52]  
[House Joint Resolution Number 55]

Introduced in the Senate June 4, 1929,  
by SENATOR GERALD P. NYE, North Dakota.

Introduced in the House April 25, 1929,  
by REPRESENTATIVE FREDERICK W. MAGRADY,  
Pennsylvania.

## Mr. Banks Is Impossible

THE difficulty of getting a job, these days, coupled with the disinclination of women, both married and single, to starve to death or eat the bitter bread of charity, is providing the letter columns of the daily press with many communications.

The contrast between the points of view of those who believe that women should have the right to earn their living and of those who feel that womanhood predicates dependency is sharply brought out in these homely screeds. We reprint two which are typical. The first is addressed to the editor of the *Daily News*, Wilmington, Delaware, and is dated October 30. It reads:

"Editor, *The News*:

"In the interest of fair play, why should the executive committee of the Disabled American Veterans of the World War be so concerned about the few Government positions held by married women?

"Such women, many the wives, mothers or sisters of veterans, are working to educate their children or for some other equally good reason.

"Even a married woman has a few rights in this country.

"H. J. HOLMES."

The second, dated October 24, and addressed to the editor of the *New York Evening World*, reads as follows:

"To the Editor:

"As unemployment is so serious at present, I feel the following suggestions for relief would be very helpful. Dismiss all the married teachers in the public schools who have not been widowed or who are not sole supporters of families, and also call on all employers of women to replace them with married men.

"Most women employees spend their salaries on dress and personal effects. Men would buy food for their families and 100,000 men at least would be given work in New York.

"If all corporations would make it compulsory for their employees receiving over \$5,000 per year to donate to any worthy charitable society one-half of the amount over \$5,000, that would also help.

"W. F. BANKS."

Initials, like genius, have no sex, but we opine that the first letter was written by a woman and the second by a man. Whether we are right or wrong, the fact remains that the first letter pleads for "fair play," alias justice, and discloses considerable common sense with regard to matters economic. The second letter, on the contrary, is a masterpiece of nonsense. The writer desires to preempt the jobs of 100,000 female persons in the City of New York and to give them to 100,000 male persons. He presupposes that all the males will "buy food for their families" with the contested wages; but how does he know that they will buy food and not liquor with their money? Males have been known to spend their wages on things other than bread and milk when their children were hungry, even in our greatest metropolis.

We should dismiss Mr. Banks with a sigh and a lift of the eyebrows if he were not so numerous. As it is we recommend to our readers his final paragraph. The economic philosophy therein contained is precisely in line with the theories of those others who oppose industrial equality for men and women.

## A Victorious Election

READERS of EQUAL RIGHTS rejoice in the fact that Representative Frederick W. Magrady of Pennsylvania, who introduced the Equal Rights Amendment in the House of Representatives on April 25, 1929, has been re-elected to Congress. That was something of an accomplishment for a Republican this year even in Pennsylvania, where several of the Republican Congressmen went down to defeat before the Democrats.

Another Republican friend of Equal Rights, Representative John L. Cable of Ohio, weathered the storm safely and will return to Washington to go on fighting for equal nationality rights for men and women. This is a God-send, for the women of the United States need Mr. Cable in Congress at precisely this juncture when their nationality rights are still in the balance.

We congratulate Mr. Magrady and Mr. Cable upon their re-election, but in addition and above all we congratulate the women of the country upon the return of two such loyal and able proponents of Equal Rights for men and women.

Their presence makes up for the fact that we shall have only six women in the next House of Representatives as opposed to eight in the present one, and still no women in the Senate.

## Conference to Take Up Unemployment Situation

**M**EANS of preventing certain agencies from carrying out their announced intention of making women bear the brunt of the economic depression by forcing them out of work so that men can have the jobs will be the keynote of the Eastern Regional Conference of the National Woman's Party to be held in Boston on November 24 and 25.

Muna Lee, director of national activities of the party, left Washington Wednesday for a series of meetings in preparation for the conference. She met Anna M. W. Pennypacker, chairman of the Pennsylvania Branch in Philadelphia, for a conference with her and other Pennsylvania members on plans for the Boston conference. Miss Pennypacker has been working to prevent the discharge of married women in the Public Welfare Department of the Philadelphia government.

From Philadelphia Miss Lee went to New York, where she conferred with New York and New Jersey officials on plans for the conference. She then went on to Providence, Rhode Island, to meet officials and members of the party, and thence to Boston, where she will help with local arrangements.

At least ten members are expected to go from the District of Columbia to the Boston conference, and a group from Maryland and another from Delaware.

Miss Lee suggests that members of the party in other States who would like to contribute to the success of the conference, even though they cannot attend, may make reservations for Boston friends for the big Equal Rights dinner with which the conference is to be concluded. At this dinner, the whole Equal Rights program is to be explained and discussed. The newly-elected members of Congress

from Massachusetts have been invited to be present. The price of the dinner is \$3 a plate, and reservations can be made at National Headquarters of the Woman's Party, Capitol Hill, Washington, D. C. Miss Lee points out that this is an excellent opportunity to present to new people, in a brilliant and enjoyable way, the Equal Rights program and the plans of the Woman's Party for achieving it.

The conference will discuss every aspect of Equal Rights — national, international, and State — including Equal Rights in industry, in nationality, in jury service, and in all law. The specific measures to be introduced in State Legislatures will be taken up, and the Equal Rights Amendment, the means of making Equal Rights national, permanent, secure, and complete, will be discussed from the point of view of how to put it into the Constitution of the United States.

## Workers Protest Night Work Ban

**T**HE Business and Professional Women's Club of Wilmington, Delaware, has made public a strong official protest to the officers of the Cotton Textile Institute against the announced intention of throwing women in the mills out of night work. The protest reads as follows:

*"Resolved, That in view of the action of the Cotton Textile Institute recommending the discharge of women and not of men in the mills, we, the members of the Business and Professional Women's Club of Wilmington, Delaware, vote to register our protest against this discrimination—based solely on sex—which throws women out of work, and further that we send a copy of this resolution to the Cotton Textile Institute."*

Signed) JENNIE C. GRAHAM,  
President.

(Signed) SUSAN O. LONG,  
Secretary  
Wilmington, Delaware,  
October 30, 1930.

Determined efforts on the part of the National Woman's Party to prevent any such discrimination against women in this time of unemployment as is proposed by throwing them out of work has received unexpected support in an editorial in the *Daily News Record* of New York, "the dry goods daily." Harry Riemer's editorial column comments as follows in the *Record* for October 31:

"Some mill executives, who are in sympathy with anything which will benefit the industry generally, say it is all right to discuss the humanitarian aspects of the recommendation for eliminating the

working at night in mills by women and minors, but they say that it is frequently not so easy to put this recommendation into effect.

"At one of the Georgia organizations, the subject was put before the women, and the mill heads found themselves stumped by the arguments which the women set forward to permit them to work at night. In the Summer time, in particular, they prefer night work, the women stated. They took Saturday and Sunday off, and said they found this much better than working during the day, and having to work every day in the week.

"Another thing, and this is what seems to make the biggest impression in this case, is that the women insisted it is wrong to separate them from their men folks. If their men folks work at night, the women said, they wanted to work at night also, so they could be together during the day. The women claimed that this argument asking to have both men and women kept together had real humanitarianism.

"On this point of view, according to the mill executives in question, the only answer can be that night work must be eliminated altogether. One of the speakers said he felt some means ought to be found permitting the Cotton-Textile Institute to get into politics, and to devote a good deal of its energy to the enactment of laws in the various States, restricting night operations. . . .

"Another important mill executive, who has signed up in favor of the recommendation that women and minors be prohibited from working in the mills at night, states that he regards the implicit faith which many seem to have that this is going to

save the industry as childlike. A number of mill executives state that, in their estimation, the difference in cost of manufacture, if men are used in the spinning rooms at night time, instead of women, would be comparatively small. They say that those who insist that the costs are going to be considerably increased, through such substituting, are mistaken.

"The big trouble, said one mill executive, is that the handling of the spinning frames in a mill is regarded as a woman's job, and as such, men naturally shy away from it. However, overcoming this feeling, which evidently has been overcome in some mills, men can be induced to work in the spinning room, and can be trained to have the necessary deftness in handling for which women have been preferred."

The officers of the National Woman's Party have repeatedly pointed out that they are in favor of the elimination of night work for both men and women if this is found to be desirable by both mill owners and operatives. They are determined, however, to do all that is possible to prevent any discriminations against women in the industry. The present action of the Cotton Textile Institute will be one of the most important themes for discussion at the Eastern Regional Conference of the National Woman's Party to be held in Boston on November 24 and 25.

"I hold that the most primitive right of the human being is the right to work," declared Florence Bayard Hilles, of Delaware, to George A. Sloan, president of the Cotton Textile Institute, and Walker D. Hines, chairman of the Board of Directors, on October 30, when a committee of the National Woman's Party formally

presented a protest against the Institute's announced intention of dismissing women from all night work.

"To deny this right, or to so surround it with limitations that it virtually amounts to such a denial, is at once to deny justice, as well as the right to life itself. With millions of women in industry, both married and single, no sane person imagines them there for any other reason than stern necessity. They work because they must work.

"Now, we assume that because your profits are threatened by the prevailing economic depression, you wish to limit production. That is your right, but how do you propose to do it? Not by a fair plan that would apply to both men and women alike, but by an unjust discrimination against women. You propose to turn out of their jobs women who are working at night in the mills, while you allow the men to keep their night work. We are here to protest against this plan, for it is disastrous for women. By throwing women out of work, you are certainly not helping men. If there be women who choose to work at night, the opportunity should not be denied them.

"We demand that women themselves shall be the ones to determine where, when, and how they shall work, and insist that this right must be recognized as their inalienable right, both in law and practice, in the same degree as it is recognized for men. Your plan to improve her health

and morals by giving her job to a man, throws her out in the gutter to die, and her children to starve. We witness our President Hoover stressing equality of opportunity on every occasion, and we women realize full well, that if industrial equality is not to be our share, that this basis for all equality of opportunity is nothing but hollow mockery."

Mrs. Harvey W. Wiley, chairman of the National Council of the Woman's Party, further set forth the party's position as regards the threat to women in the Cotton Textile Industry.

"I have come from Washington to attend this hearing because I understand that it is the intention of the Cotton Textile Institute to prevent all night work for women beginning on March 1 next.

"All over the country today there is the tendency, as is always customary in times of unemployment, to dismiss women and give their places to men.

"It does not solve any unemployment problem to dismiss a woman and appoint a man in her place, by any system of mathematics, even if there are no dependents. But let's take a typical case. Suppose you dismiss a woman with three or four dependent children. If the one woman is dismissed, four or five mouths are left hungry in place of the one man who takes the job and may have no dependents. Let us take the case of a married woman who is supporting her parents and cannot ask her husband to assume this burden.

Or let us take the case of a woman who could not marry unless she kept her job. Or let us also consider the case of two parents who need the wife's salary in order to secure more education for their children.

"No woman does mill work at night unless that is the only work she can do. No one thinks that it is desirable work, but it is more desirable than starvation.

"May I ask the purpose of this proposed action? Is it to help the women? It certainly will not do that. Is it to solve unemployment? It does not solve it. Is it to benefit society? Surely this is not accomplished by throwing women out into the street. Either stop all night work or else leave it open to both sexes.

"We are making no brief for night work for any human being, if it can be avoided. We are only interested in not having women discriminated against and in putting them at a disadvantage in earning their daily bread and that of their children. We are in favor of every benefit to labor but wish to have the benefits extended to both sexes. We believe in protection for the weak, for the infirm, and for the aged, and for all those who need it, but we resent the idea that women and weakness are synonymous.

"It seems to me that this proposed regulation will benefit only the men who get the jobs, after the women are thrown out of the mills."

## Equal Pay Advocated by Women's Bureau

MARY V. ROBINSON, Director of Public Information, Women's Bureau, United States Department of Labor, issued the following statement on November 2:

"A plea for higher wages for women in the present stress and strain, resulting from the amount of unemployment, may seem on the surface like tying a weight to a person who is struggling to keep from drowning. In reality such a plea at such a time is analogous to showing a person how to move his arms and legs to keep his head above water.

"To pull out of a morass of unemployment and underconsumption it is necessary to develop ways not only of maintaining, but of increasing, the purchasing power of the rank and file of the people.

"The present depression differs from similar slumps in the past in the efforts inaugurated by President Hoover to prevent wage cuts. To keep wage rates from slipping, however, is not such a simple matter. Though employees maintain the rates of workers already on their pay roll, starting rates for new employees are likely to seek lower levels.

"An army of unemployed faced with the possibility of falling into the bread line are likely to feel that in regard to

a job a half loaf is better than none and to accept lower pay than they could command in a more prosperous period for the type of services rendered.

"It is at this point that the double wage standard—one for men's work and a lower one for women's—gets in its deadly work as a two-edged sword. The custom and tradition still prevailing in many quarters of paying women less than men for the same kind and amount of labor is always an injustice to women, but may react very disastrously against men in a time of depression if employers try to substitute women for men on the basis of paying women less.

"Despite the hue and cry now being raised it is a debatable question whether such substitution has been occurring to any extent. Women also are suffering extensively from unemployment. In fact the Women's Bureau has found that women are more irregularly employed in industry than are men, even in good times. But if there are cases where women have in recent months taken men's jobs, it is not the fault of the women but of the double wage system.

"Strikingly apparent at this time are the force and wisdom of the standard, stressed by the Women's Bureau during

the past decade, that wages should be established on the basis of occupation and not on the basis of sex or race, and the minimum rate should cover the cost of living for dependents and not merely for the individual.

"All wage studies made the Women's Bureau stress the outstanding fact that the great majority of women in industry fail to receive earnings adequate to cover the bare essentials for even the individual.

"Take the figures in a Women's Bureau analysis of the earnings of 149,000 white women in 2,379 factories, stores, and laundries in 15 States—Alabama, Arkansas, Delaware, Florida, Georgia, Kansas, Kentucky, Mississippi, Missouri, New Jersey, Ohio, Oklahoma, Rhode Island, South Carolina and Tennessee—surveyed in the period from 1920 to 1928.

"Using as a measure the median of week's earnings—which means that half the women earned more and half less than the amount—we find that 13 of the States showed medians below \$15 and eight of these States a median of less than \$12.

"The highest minimum wage rate for experienced adult workers in effect for industrial and mercantile establishments in the United States today is the California rate of \$16 a week. This means

yearly earnings of only \$832, with employment every week, which is a rare condition. Anybody who thinks these figures look satisfactory on paper would soon discover in trying to live on such a sum just what the pinch of poverty means.

"Equal to the magician who produces rabbits from a silk hat are the women who with less than \$850 a year can secure the various items considered essential in an individual's budget—food, lodging, clothing, carfare, laundry, recreation, insurance, savings, and allowance for such things as vacation, church, doctor's and dentist's and oculist's bills, and self-im-

provement just to the extent of purchasing newspapers; and also try to have something left over for dependents.

"Don't brush aside the problem by suggesting that most women reside at home and do not need a living wage. Plenty of convincing evidence is available in Women's Bureau reports to prove that the vast majority of women wage earners must not only finance themselves but contribute to family support. Therefore, the number of women workers in industry living at or below the poverty line is relatively large.

"Also far from encouraging is the re-

port recently published by the University of Michigan on earnings of 14,000 generally representative women in business and the professions. This study points out that with a few spectacular exceptions business and professional women are not highly paid, that the median of the year's earnings of the women included, a well-educated and trained group, was only \$1,548.

"The 1930 Census reports 10,000,000 women in gainful occupation. If all were paid adequately for their services, their increased purchasing power would expand greatly an already valuable market."

## An Open Letter to the New York Times

To the Editor of the New York Times:

A letter from Elinor M. Herrick, a proponent of special labor laws for women, commenting on the position of the Woman's Party in favor of industrial equality for women, appeared in a recent issue of *The Times*.

The statement made that "men in the great organized trades, who are able by collective bargaining to settle their own terms of employment, do not need or want legislative assistance," may be true. Women in the organized trades might be included in this assertion. However, comparatively few of the millions of workers of both sexes are organized. The great majority of men and women in the professions, in business and in industry, are unorganized and are, with the exception of a few industries, competing with each other. Cotton and silk textile factories are an example. There women work as weavers and spinners either side by side with men or performing the same operations or doing work that intermingles with that of men workers.

Practical men and women need no "surveys" to prove to them that any woman is handicapped in securing and retaining employment and obtaining advancement to higher paid work if she cannot work the same number of hours as a man who is applying for the same position. Women are discriminated against under restrictive laws applying to them alone.

It is said that protectionists "are working for the great mass of women in labor who can be exploited without making any audible protest." Years ago men, women and children worked long hours and many workers were exploited. Today, even the protectionists admit that the tendency of modern industry is toward a shorter day for all workers. As Miss Herrick points out, "The employers in general are considerably in advance of the standards set by law." The report made to the New York Legislature in 1927 by the State Industrial Survey Commission substan-

tiates this view. It found that according to statistics of the State Labor Department, an overwhelming percentage of women employed in factories worked but 48 hours or less a week. Of those who worked more than 48 hours, only an extremely small proportion worked in excess of 50 hours.

Thus, in New York, "the great mass of women" who are being legislated for because of possible exploitation were already on a 48-hour schedule before the protectionists' 48-hour law was passed. There is a catch here! There is a vast difference between a schedule and the laws advocated by protectionists. A 48-hour schedule applies to *all workers, men and women alike*. It may be arrived at through agreement between employer and employe or through trade union agreement. *It always provides for the right to work overtime, usually with extra pay.* Both existing and proposed 48-hour laws sponsored by protectionists *apply only to women*. They specify the hours women may be allowed to work and either *forbid all overtime or greatly restrict it*.

It is quite true that neither men in the organized trades nor any other men would accept such legislation, forbidding overtime, for themselves.

Special labor laws for women have been passed without the consent and against the wishes of the women affected by them. New York passed a law prohibiting women in certain occupations from working after 10 P. M. and before 7 A. M. Thousands of women in newspaper offices, in restaurants, on railroads, in drug and candy stores, at newsstands and in other occupations were thrown out of work. Women writers and reporters in newspaper offices immediately demanded and secured exemption. Women railroad workers next demanded an amendment to the law and secured exemption for ticket agents. Women printers, proofreaders, etc., in newspaper offices worked for exemption eight years and finally secured it. Women pharmacists have secured exemp-

tion and women restaurant workers have been before the Legislature every year demanding the right to choose their own hours of work. Surely this was an "audible protest." Every important organization of wage-earning women in New York protested against the recent passage of an extension of the 48-hour law, which affects women workers in mercantile establishments. Women executives in department stores contend that they could never have reached higher paid positions if their hours had been regulated by law and overtime had been forbidden. "For," they say, "all responsible positions require overtime." Can there be any more serious denial of equal opportunity to wage-earning women than the blocking of their advancement to higher paid work?

The ultimate goal of protectionists seems to lean toward the restriction of hours of *all women workers*. An article by the director of Women in Industry, entitled "Legal Limitations of Women's Hours," appeared in the February Bulletin, issued by the New York State Industrial Commissioner. The claim was there made that the work of a vast number of clerical workers is often closely allied to factory work, and that many others do highly repetitive work which is very monotonous. She deplores the futility of attempting to divide woman's work into two categories, that in which it is harmful for her to work unlimited hours and that in which she may safely be permitted to work long hours. She sums up by saying: "In this age of specialization and mechanization, *all work* (italics mine) tends to become less individual and more monotonous. The only way to overcome the fatigue which must necessarily accompany repetitive work is to shorten the hours of that work." (The article relates to legal shortening of hours of women only.)

The Woman's Party takes no position on the question of whether or not legislation is the best way to improve working hours. We do believe, however, that to

restrict by law the hours of labor of women, but not those of men, perpetuates the idea that women are a class apart in business and in industry. To force them to work at special hours, under special supervision and subject to special govern-

mental regulations, deepens the impression that women are essentially inferior as economic units and denies to them equal opportunity with men in earning their livelihood. If restrictive legislation is necessary, it should be based upon the

nature of the work and not upon the sex of the worker.

JANE NORMAN SMITH,  
Member National Council,  
National Woman's Party.

New York, October 21, 1930.

## Exposing Fallacies

**T**HE old-time theory that home responsibilities distract a woman's attention from her work and tend to make her less efficient receives a pronounced setback in figures just made public by the National Federation of Business and Professional Women's Clubs in connection with a comprehensive survey of the business and professional group.

According to this survey, which is based upon an intimate investigation of the careers of 14,000 women, the woman who has dependents consistently earns more money than women who have no one dependent upon them and can give their undivided attention to business routine.

In the latter group median earnings are but \$1,492 annually as contrasted with earnings of \$1,647 for women with one or more dependents.

Besides disclosing that dependency is apparently a spur to increased business effort, the survey also contradicts the theory that women are in business to pick up "pin money" and do not need to earn as much money as men. Approximately 40 per cent. of the women whose careers were investigated have one or more dependents and therefore must earn more than a living wage.

A joint research project of the National Federation of Business and Professional

Women's Clubs and the University of Michigan, the survey was conducted by Dr. Margaret Elliott, associate professor of personnel management at the university, and Dr. Grace E. Manson, former research associate of the bureau of business research, now at Northwestern University in Chicago. Three years have been consumed in the collection and tabulation of the data, and through it a wealth of interesting new material dealing with the woman in business has been made available, and many current fallacies exploded.

Among these is the erroneous assumption that women are birds of passage in the business world, using business as a stepping stone to matrimony. At least half of the group covered by the survey has been employed 13.7 years. Only one in four has been gainfully employed less than 7.8 years, and one in four has worked over 21.7 years. Since returns from this survey of members of the National Federation of Business and Professional Women's Clubs were carefully checked against typical communities, they may be said to be representative of the business women's group as a whole, and to demonstrate rather conclusively that women are a stable factor in business.

Obviously the greatest opportunities in

business come to the women who are freelancing, or who head enterprises of their own. Median earnings of the women who work independently are \$500 greater per year than those of women who are slaves to the weekly pay envelope. Moreover, one woman in every three of the former class earns \$3,000 or more a year, while only one in every 20 of the latter group can hope to attain that figure.

There is consolation for the older woman who is disturbed at the prospect of wage cuts, for the investigation discloses that business and professional women may fairly anticipate a period of thirty working years during which their salary will increase. Thereafter, for a ten year period, it tends to remain stable, and after forty years of working life it will probably decrease. The prudent business woman therefore need not assume that penury will stare her in the face until well after 50.

If she is prudent, however, she will stick to one employer after her first fifteen years of working life have passed. Business does not deal so kindly with the drifters, the survey demonstrates, and the middle-aged woman who frequently changes employment may soon find herself jobless or working for an inadequate wage.

## Press Comment

### Women Refuse to Quit Work

By Mrs. Walter Ferguson  
*New York World,*  
October 25, 1930.

that might be occupied by head of families.

They did not think of this result when they scrambled around with their bayonets, whooping it up for democracy in 1916.

It was the World War that gave women industrial freedom. So far as any one can see, it is the only good thing that came from that disgraceful proceeding.

Not a nation but called frantically upon its housewives for aid. Millions of homemakers who had known nothing but the smooth routine of domestic existence were thrust suddenly into the roar and excitement of the business world. They went into factories; they drove ambulances and

**T**RUTHFULLY speaking, the men only are responsible for the present condition of industry in which thousands of women hold down jobs

taxicabs; they became clerks and secretaries.

They took up work their kind had never dreamed of doing before. And imperceptibly they became filled with the fever of the industrial treadmill. They believed that if they proved their worth at such a time and were good enough to step into men's shoes they would never again have the kitchen door slammed in their faces.

If that is true, then men and women must work the thing out together. Because all women will no more go back deliberately to a monotonous domestic existence than the freed slave will voluntarily take up his chains again.

We proved our mettle during the world conflict just as surely as did the soldier or the general on the battlefield. We, too, are citizens of a republic that our efforts helped to build and to preserve. It is not by coercing women out of business that we can better our state.

### Women of World United

Washington,  
*Official Organ of the*  
*Republican Party,*  
October 25, 1930,  
Washington, D. C.

**W**HEN the President cabled instructions to the United States delegation to The Hague Conference on the Codification of International Law, last March, informing them that they should not sign the nationality convention of that conference, he rendered a service to the cause of equality and justice which is just beginning to be made manifest to the world at large.

The United States delegation cast the only vote against the proposed convention on nationality. This convention, which was adopted by a vote of 40 to 1, would carry over into World Law discriminations against women.

However, the action of the United States delegation, for which women all over the world can never cease to be grateful, was like a huge sign post point-

ing the way along the right road to a group who were more or less involuntarily rushing in the wrong direction. The United States delegation to The Hague asked that States should be recommended to consider the possibility of introducing into their respective laws the principle of the equality of the sexes in regard to nationality. Women all over the world, encouraged by this gesture, demanded that further discussion of the subject of the nationality of women take place, before the articles adopted at The Hague be crystallized into World Law.

Under the brilliant leadership of Alice Paul, one of the founders of the National Woman's Party of the United States, and a member of its National Council and also a director of the Equal Rights International, a group of women pleaded their cause in defense of equality between the

sexes in the matter of nationality at Geneva during the session of the League of Nations just ended. Day by day these women stated the same facts, used the same arguments, patiently explained to the delegates gathered there, for the Assembly of the League of Nations, why it would be unthinkable to attempt to impose upon the States of the World a World Code of Law which, because stamped with a mark of sex inequality, would be utterly unacceptable to women.

By September 18 delegates of thirteen different States attending the Assembly of the League had pledged to support a resolution before the Assembly dealing with the reopening of the discussion on the question of nationality of women at the next Conference on the Codification of International Law; and on October 3 the campaign by women at Geneva came

to an end, and with a ringing speech to the Assembly by Madame Henni Forchhammer of Denmark, in which she voiced the women's demand, and with a vote by the Assembly adjourning the whole subject of the Codification of International Law to the next Assembly. It is considered certain that this action will hold up ratification of the Nationality Convention adopted at The Hague; and will mean a reopening of the whole subject of codifying World Law. It is, consequently, almost a fact assured that the World Code will be free, from the outset, of discriminations against women. And the forces which are responsible for this are the resolute efforts of the women of the world, the refusal at The Hague of the American delegates to sign, which was like a ray of light illuminating the shadows that lay ahead.

## Feminist Notes

### Watches Health

**A** WOMAN, Dr. Katherine S. Hoffman, looks after the health of more than 10,000 employees of Uncle Sam in Washington. She is assisted by fourteen nurses. Dr. Hoffman succeeded another woman, Dr. Martha C. Burritt, in this job.

### Quilt Designer

**A**LICE PALMER MITCHELL, who fifty-five years ago designed the first quilt successfully manufactured by machinery, has been made chairman of the old-fashioned quilting bee to be held in connection with the Exposition of Women's Arts and Industries in New York City.

### Foremost Analyst

**V**ERA RHINE of Washington, D. C., can make any books balance! And so well has she done her work with stubborn figures and assets and liabilities, that she has been judged the country's foremost analyst of financial statements by the American Institute of Banking.

### Speed Record

**M**RS. STEAMAR of England, a motorcycle enthusiast, broke the world's record for speed for the five kilometres flying start on August 31.

Her time was one minute fifty-one and thirteen-hundredths seconds, with an average speed of 112.904 miles per hour.

### New Aviation Jobs

**N**OW there are three new aviation jobs held by women. Mildred Stinaff, only 18 years old, is a test pilot with the General Tire & Rubber Company; Margaret Perry is an airport manager in Culver City, California; and Elizabeth McQueen of Beverly Hills, California, is the first aerial policewoman in the world.

Mrs. McQueen's official title is "Aerial Police Investigator."

### Equitas Vanishes!

**E**QUITAS, that widely-heralded "World League for Men's Rights," which issued and then recalled such a stirring appeal for a convention last year, has vanished. In its former headquarters in Vienna flourishes a women's shoe store! May the women buy the shoes and march in them to their goal of Equal Rights between men and women! According to the *New York Times*, only a few women were supporting the league when it finally disbanded. The league had a magazine, *Self Defense*, which, from all reports, was most diverting, and it seems a shame that this excellent source of amusement should no longer exist!

### Extend Services to Men

**T**HE Zonta Clubs believe in equality, it seems. This international organization of business and professional women started out to help dispel the notion that women should be retired or should be refused jobs as they grow older. According to the *Christian Science Monitor*, the Zonta Clubs have decided hereafter to exert their efforts in behalf of "the older worker," not just "the older woman worker." We hope that men's organizations concerned with the problem of "the older worker" will be equally fair and just.

### Equal Rights for Lawyers

**A**FTER a struggle, women lawyers in Palestine have won almost equal opportunity with men lawyers to practice their profession. Rosa Ginzberg has won admission to the bar, but after her triumph another difficulty arose.

The edict to admit women to the bar

provided that women could not practice at any religious or tribal court and provided further that "the Chief Justice, with the approval of the High Commissioner, may by regulation forbid licensed advocates who are women to appear in any specified class of judicial proceedings, or otherwise restrict their exercise of the profession of advocates."

The Equal Rights Association, the women lawyers, and the Jewish Bar Association protested vigorously, and eventually an ordinance was issued declaring that a person shall not be disqualified by sex from being the holder of a license to practice as an advocate in the civil courts or from practicing as an advocate except as to Moslem religious courts and tribal courts.

### Knows Ships

**W**OMEN'S connection with ships is usually in the capacity of cooks, stewardesses, or passengers, but Anna E. Keyser knows ships from bow to stern and understands each item in their construction.

She is executive assistant in the office of the Chief of the Federal Steamship Inspection Service of the United States Department of Commerce.

### Chinese Women's Bank

**C**HINESE women have organized a bank known as the Women's Commercial and Savings Bank, and it has grown until it now has branches operated all over China.

### Ploughs

**A** 17-YEAR-OLD English girl won second prize in ploughing trials recently conducted at the Thame Show. C. Edden owns her own tractor and works on neighboring farms as well as her own.

### Eagle Wings

AND still they come! Flying organizations of women and for women are springing up all over the country.

One of the latest, the Eagle Wings Flying Club of Washington, D. C., has made its plans for next year and expects to have a number of entrants in the women's 1931 air derby. This is the first organization of women flyers in the National Capital.

### Teaches Law

THE University of Milan now has a woman professor of international law. She is Lea Meriggi.

### Owens Airport

AND now there is a woman owner and operator of an airport! Margaret Perry, licensed pilot, has acquired the Culver City, California, airport and has made of it a sort of university of the air. It is not only a landing-field, station stop and repair factory, but it is a laboratory of research, experiment and test of both planes and pilots, old and new.

The airport has two hangars with housing capacity for nine ships, and extra hangar space for privately owned ships. Besides the hangars there are offices, shops, a concession booth, and an attractive clubhouse.

The field which opened with gay field maneuvers and stunt flying on May 9, 1930, is already teaching many to fly. And Miss Perry has even sent a plane to Needles, a railroad junction in the desert, to accommodate thirteen eager students.

Miss Perry was an entrant in the First Women's National Air Derby last year, but did not finish. She is a native of New York.

### Climbers

ACCORDING to guides in the National Parks of the United States, women mountain climbers show more staying powers than men.

## News from the Field

### Indian Feminist Visits

CORDELIA SORABJI, Indian Feminist and attorney, was a guest at Alva Belmont House, home of the National Woman's Party, on November 6.

Miss Sorabji was the first woman admitted to the bar in the British Empire, it is said, having been admitted to the profession in 1892, after receiving her degree of bachelor of civil law at Oxford University. She is a barrister of the High Court of Calcutta.

Meeting a few of the officers and members of the Woman's Party informally at Alva Belmont House, Miss Sorabji spoke on the advance of women in India and their present movement for equality.

### Mrs. Wiley and Miss McBride

THE story of a woman writer and the story of a homemaker helping prevent the disbarment of women from paying jobs were told at the tea at Alva Belmont House, headquarters of the National Woman's Party, on November 2.

Mary Margaret McBride, newspaper and magazine writer, collaborating author of biographies of famous people, director of newspaper publicity for the White House Conference on Child Health and Protection, gave a witty and delightful talk on her experiences. One amusing incident she related was concerned with the violent and speedy reactions she got from women in Kansas City, Missouri, when she was misquoted in a newspaper as saying that woman suffrage was a failure.

Miss McBride said, to the gratification of members of the Woman's Party, that Inez Haynes Irwin had given her a copy of her book, "The Story of the Woman's Party." Just as a friendly act and not because she expected to be interested, Miss McBride sat down with the book one evening in order to skim around through it enough to be able to talk with Mrs. Irwin as if she had read it. But so fascinating was that story of women's struggle for freedom that skimming was abandoned and Miss McBride was still reading the

thrilling story at two o'clock the next morning.

Mrs. Harvey W. Wiley, chairman of the National Council of the Woman's Party and former chairman of its Homemakers' Council, told of her experiences in flying to New York to protest, with other officers of the National Woman's Party, against the proposal of the Cotton Textile Institute to bar women from night work in textile mills after next March 1.

The story of this conference with officials of the Institute has already been told in part in EQUAL RIGHTS, and further details are given in this issue.

### Chilean Feminist Speaks

A DISTINGUISHED Feminist from Chile, Delia Ducoing de Arrate, was guest of honor at the tea given by the National Woman's Party on November 9. In the receiving line were Mrs. Harvey W. Wiley, National Chairman of the Woman's Party; Mrs. Carlos Davila, wife of the Chilean Ambassador; Doris Stevens, chairman of the Inter-American Commission of Women; Mrs. Oliveira M. de Lima; Muna Lee, director of national activities of the Woman's Party; Laura Berrien; Fanny Bunand-Sevastos, and Mrs. Paul M. Linebarger.

Señora Ducoing de Arrate, after being introduced by Doris Stevens, spoke on the status of women in Chile. She is well known as a writer and is president of the Union Femenina of Chile; of the Patronato de los Hospitales de la Provincia de Aconagua; and of the National Council of Women of Valparaiso; in addition to holding office in many other Feminist and cultural organizations.

Miss Berrien of Georgia, who is a member of the National Council of the Woman's Party, and who presented the Equal Rights in Nationality Treaty in Havana last spring at the first conference of the Inter-American Commission of Women in Havana, which conference unanimously endorsed the treaty, was the other speaker of the afternoon.

### THE DODGE HOTEL

North Capitol and E Streets, N. W.  
Washington, D. C.

Near the Capitol

Convenience of location—spacious public rooms—a terraced garden and roof porch—the excellent food served in our restaurant—all add comfort to your stay and make a visit to The Dodge Hotel a pleasure.

An established "no tipping" service

MISS MARY A. LINDSLEY, Managing Director

### TIME AND TIDE

THE LEADING WEEKLY REVIEW  
Comprehensive, Concise, Unbiased, Authentic

#### TIME AND TIDE

The only weekly review in the world edited and controlled by women.

Amongst the Directors are Viscountess Rhonda, Rebecca West, Prof. Winifred Cullis, O.B.E., D.Sc.

Subscription rates: Three months, \$1.79; six months, \$3; twelve months, \$5.40.

Specimen Copy Free of

The Circulation Manager,

TIME AND TIDE,

88 Fleet Street, London E. C.

### Do You Know—

#### How To Conduct a Meeting?

#### PARLIAMENTARY USAGE

By EMMA FOX

Will Tell You How

Price, \$1.00 Postpaid

Order Through EQUAL RIGHTS,

19 West Chase St. Baltimore, Md.

### KANSAS WOMAN'S JOURNAL

Topeka, Kansas

Published in Interest of Women,  
Children and Home.

By—LILLA DAY MONROE

\$1.00 a Year

"Join Our Journal Family Now"

Ad

### DAY PRINTING COMPANY

PUBLICATIONS AND BOOKS

600 East Lombard Street  
Baltimore, Md.